

## Benefits

**Medical, Dental, and Vision Benefits** - The Department provides comprehensive medical, dental, and vision health care plans for officers and their dependents. Officers may select from numerous health care plans, the plan that best meets their needs.

**Annual Leave Program** - Annual Leave Credits can be used as vacation time or as sick leave. *Annual leave hours accrue as follows:*

<u>Length of Service</u>	<u>Annual Leave Allowance</u>
1 - 3 years	24 hours per month
3 - 10 years	27 hours per month
10 - 15 years	29 hours per month
15 - 20 years	30 hours per month
20 years or more	31 hours per month

**Police Protective Equipment** - The CHP furnishes all required safety and police protective equipment. The following is a partial list: .40 caliber Smith and Wesson pistol and required ammunition; badge and cap piece; Side Handle Baton; Oleoresin Capsicum (pepper) Spray; handcuffs; flashlight; soft body armor; rain gear (jacket, pants, and boots); Kevlar general duty helmet; duty belt, holster, and equipment cases.

## Retirement Benefits

Uniformed members of the CHP qualify for a service retirement allowance of up to 90% of their highest one year salary, based upon years of service and age. Additionally, retirees are eligible for full health and dental benefits.

# California Highway Patrol Officer



## Salary and Retirement Benefits

### Recruitment Program

1 (888) 4 A CHP JOB or 1 (877) Women  
CHP

1 (888) 422-4756 or 1 (877) 966-3624  
[WWW.CHP.CA.GOV/RECRUITING](http://WWW.CHP.CA.GOV/RECRUITING)

*Pursue your Future!*

## Salaries

**Cadet - \$3,868 (includes seven hours mandatory overtime)** - Monthly salary while attending the CHP Academy. In addition, cadets receive free room and board. Effective the first month following their Academy reporting date, cadets receive **full health and dental benefits for themselves and their dependents.**

**Officer - \$4,740** - Monthly base salary upon graduation from the Academy. Annually, this amounts to **\$56,880**. After four years with yearly five percent increases, the top step base salary is **\$69,144 annually.**

**Note:** *These salaries do not include pay incentives, or overtime compensation. During an officer's first year, approximately \$8,000 is earned in overtime.*

In addition, all officers earn the following pay incentives:

**Pre and Post Shift Work Activities Pay Differential** - Officers receive a stipend equal to 3.5 % of their base pay to compensate for pre- and post-shift activities.

**Physical Performance Pay (PPP)** - \$65.00 per month; after the fifth year, \$130.00 per month.

**8 1/2 Hour Pay Day** - Officers are paid an additional 6.25% of their base salary, or approximately \$4,321.50 annually at the top step.

**Uniform Allowance** - Officer are entitled to an annual uniform allowance of \$770.00. In addition, officers receive a \$25/mo. uniform cleaning allowance. *Cadets are loaned the funds to purchase their first set of uniforms, upon graduation from the Academy, cadets will receive reimbursement from the State, not to exceed \$570.*

## Specialty Pay

**Educational Incentive Pay** - \$120.00 per month or 2 1/2% of their base pay, whichever is greater, for officers who possess an Intermediate Peace Officer Standards and Training (POST) Certificate or Associate of Arts/Science degree, **or** \$240.00 per month or 5% of their base pay, whichever is greater, for officers who possess an Advanced POST Certificate or Bachelor of Arts/Science degree.

**Bilingual Pay** - \$100 per month for certified bilingual speaking officers who are assigned to a bilingual position.

**Canine Pay** - \$156.65 per month for officers who are canine handlers.

**Field Training Officer (FTO) Pay** - Field Training Officers earn an additional 5% of their daily base pay each day they serve as an FTO.

**Investigator Pay** - \$50.00 per month for officers assigned as full-time Vehicle Theft or Fraud Investigators.

**Motorcycle Officer Pay** - 4% of base pay for motorcycle enforcement duty.

**Flight Officer Pay** - Annual salaries for officers who fly in either airplanes or helicopters, at top step:

Pilot - \$80,736      Flight Observer - \$72,240

**Shift Differential** - Swing shift adds an additional \$0.80 per hour per shift, which averages \$1650.00 annually. For graveyard shift, add an additional \$1.30 per hour per shift, averaging \$2,650.00 annually. (Effective July 3, 2006 - July 1, 2008).

**Senior Officer Pay** - Officers also earn a monthly pay differential based on the years they have worked. Add an additional:

2% after 18 years	5% after 21 years
3% after 19 years	6% after 22 years
4% after 20 years	8% after 25 years

## Example of CHP Officer Salaries

	<u>First Year</u>	<u>After Fifth Year</u>
Base pay	\$56,880	\$69,144
Pre and Post	1,990	2,420
PPP	780	1,560
8 1/2 Day	3,555	4,321
Swingshift		
Differential	1,650	1,650
<b>Subtotal:</b>	<b>\$64,855</b>	<b>\$79,095</b>
Average		
Overtime	8,000	8,000
<b>Subtotal:</b>	<b>\$72,855</b>	<b>\$87,095</b>
Educational Incentive (BA)		
(5% of base)	2,844	3,457
<b>Total:</b>	<b>\$75,699</b>	<b>\$90,552</b>